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1.

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In Moscow and other large and medium cities the greater part of the workers and employees of a plant live in various parts of the city with no relation to the location of the plant where they work; that is, they live in the city itself, its suburbs, and in its nearby villages which are situated not far from the railroad line.

A permanent crisis in the form of an acute housing shortage is taking place in the USSR as well as considerable difficulties with transportation facilities. Therefore, residences, either houses or barracks, for personnel or industrial enterprises which are being newly constructed or which are being enlarged, are built simultaneously with the new plant constructions. The majority of the larger plants known to me had their own residential settlements, which were most frequently located near the enterprises themselves. A considerable part, although not all, of a plant's staff lives in such settlements. In most cases not all of a plant's staff lived in the plant settlement because of insufficient "zhilploschad"--residential space. In the case of a plant situated in a more or less populated area, or in an area where so-called "individualnoye stroitelstvo" (individual housing), ie, the private construction of small individual residences, was possible in addition to the state housing, part of the plant personnel lived outside of the plant settlement.

Each plant in Kramatorsk had its own residential settlement and single apartment houses; apartments were available for families, and hostels for single persons. The enterprise "Koksostroy" had a settlement consisting only of barracks.

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It was an official rule or principle to give preference to people of greatest value to the plant in the distribution of residences by the plant administration. Actually, however, this principle was not in the least maintained. Communists and those with influence in the plant administration usually received the best and the first apartments available regardless of their real value to the plant. Still, specialists had some preferences in this matter as against the main bulk of workers and employees of the plant. The greater part of the administrative and technical personnel of "NKMZ" and its directors lived in so-called "sotsgorod" of Kramatorsk, belonging to "NKMZ". The majority of them lived in the so-called 16th section, the best section of "Sotsgorod".

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Approximately the same situation existed in the cities of Orsk and Gorlovka as in Kramatorsk. it can be assumed with sufficient accuracy that in many cases the majority of those workers and employees who were most valuable for the administration of the plant, i.e., the backbone of the plant, lived in plant settlements comparatively close by.

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All coal mines known to me had their own residential settlements, and almost all of the workers lived in them.

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labor training or trade schools exist at all large industrial enterprises in the USSR.

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The system of so-called "Trudoviye rezervy" (labor reserves) is most essential for training workers. Trainees are teenagers, both boys and girls, between the ages of fourteen and sixteen. This system is made up of two branches-- "remeslenniye uchilisha" (trade schools) and "skoly FZO" (schools of plant-fabric training). the training period of the trade schools is two years. Workers are trained for all the principal qualifications for various branches of industry, the machine-building industry among them. The class of qualification of workers completing trade schools on one of the machine-building trades ranges is from the third to the fifth class of the eight-class tariff table (wage scale). "FZO" schools train workers of lower or so-called mass qualifications such as railroad workers and building workers. The term of training in the "FZO" schools is shorter than at the trade schools, and the qualification of the workers completing these schools is accordingly lower than the qualification of workers completing trade schools.

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Transfer into the schools of the system of labor reserves is compulsory; that is, the administration of schools of the system of the so-called people's education has the right to transfer some part of its pupils to schools of the system of labor reserves without first asking the consent either of the pupils themselves or of their parents. the majority of the trainees of the schools of the system of labor reserves is supplied by means of the application of the obligatory "allotment" which supplies a certain number of teen-agers sent by government instances to regional soviets of representatives.

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In cases known to me concerning the machine-building industry, training workshops or training shops of trade schools have been located on the grounds of the plants, and hostels for the trainees have been located in the neighborhood of the plants.

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50X1 (a) A great shortage of high-skilled and average-skilled workers of all principal trades has been felt at all the machine-building plants of the USSR [redacted]

50X1 (b) [redacted] a rather large number of foreigners working in Soviet enterprises only during the thirties, up to 1938-39. The greater part of them were Germans. 50X1 At the end of the thirties an overwhelming majority of the foreigners were dismissed from the Soviet enterprises and deported or sometimes even arrested.

50X1 [redacted] the first groups of war prisoners--Germans--appeared at the plants in the town of Elektrostal in 1944. In 1945 there were about 200 of them at "NKMZ" in Elektrostal. They performed manual works almost exclusively. 50X1 [redacted] however, [redacted] in 1946 some of the German Pws in Elektrostal worked as skilled laborers. The same was also said of the "NKMZ" in Kramatorsk. 50X1 [redacted] a rather considerable number of German specialists, about a few score, worked at Plant #12 (the explosive plant) in Elektrostal after the close of World War II. It was said that at this same plant forced labor was used rather extensively at the most harmful and dangerous work and as manual laborers.

Female labor is used without exceptions at all industrial enterprises in the USSR with which I am familiar, but at some more extensively than at others. The following enterprises in Poltava employed women almost exclusively: the tobacco factory, all the hosiery factories, and the alcohol-vodka factory. At the coal mines known to me, more women than men were employed in aboveground works, and a large number of women were also employed in underground works, chiefly as auxiliary manpower. Approximately 50% of the employees of Plant #12 in Elektrostal and an overwhelming majority of the personnel of textile factories in the towns of Glukhovo and Orekhovo-Zuyevo (both towns are in the District of Moscow, near Elektrostal) are women. Many women are also employed in Soviet machine-building plants. As compared with the number of women employed in German machine-building plants, the number working at the Soviet plants is quite large. But, because of special features of these plants, the absolute number of women employed in the principal manufacturing processes of the workshops is relatively small. Many, however, are employed in auxiliary work and in the offices. At the institution of municipal transit, in the exploitation service, women workers are doubtless in the majority. The same 50X1 can be said also about the trade network of the USSR. [redacted] manpower on the majority of the Soviet collective farms consists of women of all ages and of teenage boys and girls; this refers especially to the post-World War II period.

4. [redacted] 50X1 [redacted]

[redacted] there exists at each plant in the Soviet Union a so-called division of "PVKhO" (of antiaircraft and anti-gas defense). "PVKhO" has as its principal tasks the preparation of the plant for a possible air or chemical raid and the guidance of the action of the plant's staff during a "dangerous situation" and a raid itself. At the plant there is also an armed guard (VCKhR), a fire station and a fire brigade, and medical stations or dispensaries. There are first aid medical stations at the large shops.

"PVKhO" at "NKMZ" at one time organized courses of "PVKhO", which were obligatory for all plant personnel. During World War II, "PVKhO" of "NKMZ" at Kramatorsk helped in the organization of so-called air raid shelters, compartments where shop and division personnel of the plant were to go after the sounding of an "alarm" announcing an air raid or a chemical raid. No real air raid shelters were provided at the plant. Compartments where one was to remain for the duration of an air raid were usually in the basement of buildings of shops and departments. [redacted] there was no reinforced ceiling in the air raid shelter of "PKO" of "NKMZ". Doors were closed 50X1 hermetically, there was a forced ventilation, and [redacted] air filters were provided. The directors of the plant were provided with an air raid shelter

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in the same basement of the plant's General Office as the air raid shelter for the rank and file employees. This shelter was, however, made with a reinforced concrete ceiling and was generally arranged better and more comfortably. Approximately the same situation existed at the shops, although

50X1 [] they were beginning to make improvements for greater safety such as reinforced ceilings in all the air raid shelters. "PVKhO" had on hand many rather primitive gas masks and some anti-yperite suits.

Other duties performed by Headquarters of "PVKhO" were the organization of crews of "PVKhO" out of workers and employees appointed by the administration of the plant; training; assigning members of crews throughout the plant and in the shops and departments; handling the alarm system. Whether or not

50X1 "PVKhO" had any serious significance in fact is not certain, but []

50X1 [] the situation, the division "PVKhO" was considered rather important.

Antiaircraft batteries were situated in the plant region during World War II. Antiaircraft guns were placed on the roofs of shops at "NKMZ" in Elektrostal, and antiaircraft gunners (mostly women) lived in quarters arranged for them in the garrets of the buildings.

(b) "NKMZ" experienced no great bombardments. German raids in the second half of 1941, although relatively trifling, nevertheless caused considerable fear among the people. A slight air raid would result in the employees leaving their work rather hastily for "air raid shelters". It was rumored that as a result of such actions a sharp decrease in shop discipline became quite evident. In spite of severe laws and measures instituted to counteract this situation, work was increasingly neglected, employees began arriving at work late and mass absences became the rule. This was explained as due to fear of air raids on railroad trains.

50X1 [] there was, in September 1941, one rather small day-light air raid (five planes) by the Germans when several bombs did hit the plant ("NKMZ" in Kramatorsk). The plant was damaged very little, and there were very few casualties. However, the majority of the workers deserted the shops for home or worker's railroad trains causing almost a complete shutdown in the Plant's operations. It is obvious that this action on the part of the workers could not be explained by the presence of fear of bombings alone. Rather, the raid itself stimulated the workers into a realization of a need for practical measures which consisted of leaving work.

Those workers who lived near the plant were the main workers during the period when the plant was being dismantled for evacuation. Those who relied on train transportation ceased going to work almost entirely in spite of severe orders issued by plant authorities. When the plant was to be evacuated, it was ordered that those who would not evacuate with it would be conscripted into the army; in spite of this order, the majority of the workers made their appearance neither for evacuation nor for conscription. In other words, the majority of workers of Kramatorsk plants ceased to obey the Soviet order at the first real opportunity presented them. It should be pointed out that the plant intellectual class proved less suited than the workers or laboring class to the rendering of such inert opposition to the authorities, and therefore, they were more obedient to orders from above. Workers who lived a considerable distance from the plant, especially those who commuted on worker's trains, proved to be unusually disobedient. Those people could afford to do that, however, because of their proximity to the country and thus to the source of food supply. [] because of the starvation and semi-starvation existence of many of the people during World War II, only those problems directly concerned with acquiring material needs, especially food, were of interest, thus causing a distinct disappearance of interest in non-practical interests which in normal times consume a greater proportion of our lives. 50X1

Although starvation brought about discontent with the situation and with the authorities, most of the people avoided any abrupt manifestation of discontent. As a means of encouraging better work and keeping the workers on the job, the plant's administration, acting as representatives of the government authorities, provided the workers with small food gifts--"spetstalon" (special checks)--checks which gave the worker a free meal in the plant dining hall. However, []

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noticed that the average individual productive capacity during this period was much lower than normally. The general tone of the workers' frame of mind did not improve to any extent. Large categories of workers, so-called "stroybatovtsy" (workers of construction battalions), gave the impression of a completely morally depressed people. Starvation was more prevalent among them than among the permanent workers.

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